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Collective Bargaining Agreements

8-30-1992

University of Illinois Board of Trustees of the and General Service Employees Union, Service Employees International Union, AFL-CIO, Local 73 Supplement (1992)

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University of Illinois Board of Trustees of the and General Service Employees Union, Service Employees International Union, AFL-CIO, Local 73 Supplement (1992)

Location

Champaign, IL

Effective Date

8-30-1992

Expiration Date

8-28-1993

Employer

Board of Trustees of the University of Illinois

Union

General Service Employees Union

Union Local

73

NAICS

61

Sector

State government

Item ID

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Comments

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SUPPLEMENTAL WAGE AGREEMENT

TO THE

AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS AND GENERAL SERVICE EMPLOYEES UNION, LOCAL NO. 73, S.E.I.U., AFL-CIO, CLC CLERICAL

WHEREAS THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS AND GENERAL SERVICE EMPLOYEES UNION, LOCAL NO. 73, S.E.I.U., AFL-CIO, CLC entered into a Labor Agreement effective August 26, 1990 through August 28, 1993 and;

WHEREAS ARTICLE XV of said Agreement provided for the Union to reopen said Agreement for the sole purpose of negotiation of hourly rates of pay for the period to be effective no earlier than August 30, 1992 and the Union did so reopen said Agreement and;

WHEREAS such negotiations have been conducted and concluded:

NOW THEREFORE it is agreed as follows:

1. Hourly wage rates effective August 30, 1992 will be as specified in paragraph 2 and 3 of this Agreement, except as otherwise provided herein.
2. Time worked by bargaining unit members during the period commencing September 1, 1991 and ending August 28, 1993 will not be counted towards completion of annual requirement for movement to the next highest periodic step.
3. All bargaining unit employees will receive a minimum 4.0% negotiated wage increase effective August 30, 1992. Bargaining unit employees who were above Step A on the 1991 Wage Appendix "B" and whose current salary is slightly less than the exact value of their 1991 step indicator will be moved to the 1991 step indicator before applying the 4.0% negotiated wage increase.
4. Merit increases of 2% or 4% may be granted to eligible employees with appropriate departmental and financial (Pool Coordinator) authorization. Increases of 6% or 8% may be awarded in exceptional circumstances with approval of the Vice Chancellor or Vice President who has ultimate authority for the organization to which the employee is assigned. Such merit increases will be based upon a majority of the criteria set forth in Article IV, Section 7(d) of the Master Agreement. The Employer will notify the Union monthly of merit increases awarded to bargaining unit employees. This notice will include name of employee and amount of merit increase.
5. Hourly rates of pay will be as set forth above and/or as set forth in Appendix "B" of this Supplemental Wage Agreement.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands

on this the 17th day of SEPTEMBER, 1992.

LOCAL NO. 73, GENERAL SERVICE
EMPLOYEES UNION, S.E.I.U. AFL-CIO

THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

Harry Kurshenbaum
President/Harry Kurshenbaum

BY: Craig S. Bazzani
Comptroller

Matthew J. O'Hara
Matthew J. O'Hara
Union Representative

ATTEST: Nichole M. Thompson
Secretary

Marsha Robinson
Marsha Robinson
Union Representative

APPROVED: Donald Ward
Assistant Vice President for
Personnel Administration

Richard P. Kneeman
Assistant Vice Chancellor
for Administration and
Director of Personnel Services

Gregory A. Parnell
Labor Relations Specialist and
Chief Negotiator

APPROVED AS TO LEGAL FORM:

Stan Alvariz 0/5/92
University Counsel (date)

APPENDIX "B"
TO THE SUPPLEMENTAL WAGE AGREEMENT BETWEEN
LOCAL 73, GENERAL SERVICE EMPLOYEES UNION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
SALARY RANGES EFFECTIVE AUGUST 30, 1992

Class Code	Title	Code	Salary Grade	STEP A	STEP C	STEP E	STEP G	STEP I	STEP K	STEP M	STEP O	STEP Q	STEP S	STEP 1	STEP 3	STEP 5
4647	AIDE I, AMBULATORY CARE	2 D	08	6.956 13,564	7.234 14,106	7.523 14,669	7.824 15,256	8.137 15,867	8.462 16,500	8.800 17,160	9.152 17,846			9.518 18,560	9.899 19,303	10.295 20,075
	HALF STEP	2 D	08	7.095 13,835	7.379 14,389	7.673 14,962	7.980 15,561	8.300 16,185	8.631 16,830	8.976 17,503	9.335 18,203	R	T	9.708 18,930	10.097 19,689	
4648	AIDE II, AMBULATORY CARE	2 D	11	7.873 15,352	8.188 15,966	8.516 16,606	8.857 17,271	9.211 17,961	9.579 18,679	9.962 19,425	10.360 20,202	10.774 21,009	S	11.205 21,849	11.653 22,723	12.119 23,632
	HALF STEP	2 D	11	8.030 15,658	8.352 16,286	8.686 16,937	9.034 17,616	9.395 18,320	9.771 19,053	10.161 19,813	10.567 20,605	10.989 21,428	T	11.429 22,286	11.886 23,177	
0059	AIDE I, COMPUTER	2 D	09	7.244 14,125	7.534 14,691	7.835 15,278	8.148 15,888	8.474 16,524	8.813 17,185	9.166 17,873	9.533 18,589	Q	S	9.914 19,332	10.311 20,106	10.723 20,909
	HALF STEP	2 D	09	7.389 14,408	7.685 14,985	7.992 15,584	8.311 16,206	8.643 16,853	8.989 17,528	9.349 18,230	9.724 18,961	R	T	10.112 19,718	10.517 20,508	
0060	AIDE II, COMPUTER	2 D	12	8.202 15,993	8.530 16,633	8.871 17,298	9.226 17,990	9.595 18,710	9.979 19,459	10.378 20,237	10.793 21,046	11.225 21,888	S	11.674 22,764	12.141 23,674	12.627 24,622
	HALF STEP	2 D	12	8.366 16,313	8.701 16,966	9.048 17,643	9.411 18,351	9.787 19,084	10.179 19,849	10.586 20,642	11.009 21,467	11.450 22,327	T	11.907 23,218	12.384 24,148	
4658	ASSISTANT, AMBULATORY CARE	2 D	13	8.547 16,666	8.889 17,333	9.245 18,027	9.615 18,749	10.000 19,500	10.400 20,280	10.816 21,091	11.249 21,935	11.699 22,813	S	12.167 23,725	12.654 24,675	13.160 25,662
	HALF STEP	2 D	13	8.718 17,000	9.067 17,680	9.430 18,388	9.807 19,123	10.200 19,890	10.608 20,685	11.032 21,512	11.474 22,374	11.933 23,269	T	12.410 24,199	12.907 25,168	
0275	ASSISTANT I, PERSONNEL	2 D	07	6.680 13,026	6.947 13,546	7.225 14,088	7.514 14,652	7.815 15,239	8.128 15,849	8.453 16,483	8.791 17,142	Q	S	9.143 17,828	9.509 18,542	9.889 19,283
	HALF STEP	2 D	07	6.814 13,287	7.086 13,817	7.370 14,371	7.664 14,944	7.971 15,543	8.291 16,167	8.622 16,812	8.967 17,485	R	T	9.326 18,185	9.699 18,913	

APPENDIX "B"
TO THE SUPPLEMENTAL WAGE AGREEMENT BETWEEN
LOCAL 73, GENERAL SERVICE EMPLOYEES UNION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
SALARY RANGES EFFECTIVE AUGUST 30, 1992

Class Code	Title	Code	Salary Grade	STEP A	STEP C	STEP E	STEP G	STEP I	STEP K	STEP M	STEP O	STEP Q	STEP S	STEP 1	STEP 3	STEP 5
0276	ASSISTANT II, PERSONNEL	2 D	10	7.559 14,740	7.861 15,328	8.175 15,941	8.502 16,578	8.842 17,241	9.196 17,932	9.564 18,649	9.947 19,396	10.345 20,172		10.759 20,980	11.189 21,818	11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
0277	ASSISTANT III, PERSONNEL	2 D	16	A 9.723 18,959	C 10.112 19,718	E 10.516 20,506	G 10.937 21,327	I 11.374 22,179	K 11.829 23,066	M 12.302 23,988	O 12.794 24,948	Q 13.306 25,946	S 13.838 26,984	1 14.392 28,064	3 14.968 29,187	5 15.567 30,355
	HALF STEP	2 D	16	B 9.917 19,338	D 10.314 20,112	F 10.726 20,915	H 11.156 21,754	J 11.601 22,621	L 12.066 23,528	N 12.548 24,468	P 13.050 25,447	R 13.572 26,465	T 14.115 27,524	2 14.680 28,626	4 15.267 29,770	
0173	ASST, BILINGUAL SECRETARIAL	2 D	12	A 8.202 15,993	C 8.530 16,633	E 8.871 17,298	G 9.226 17,990	I 9.595 18,710	K 9.979 19,459	M 10.378 20,237	O 10.793 21,046	Q 11.225 21,888	S	1 11.674 22,764	3 12.141 23,674	5 12.627 24,622
	HALF STEP	2 D	12	B 8.366 16,313	D 8.701 16,966	F 9.048 17,643	H 9.411 18,351	J 9.787 19,084	L 10.179 19,849	N 10.586 20,642	P 11.009 21,467	R 11.450 22,327	T	2 11.907 23,218	4 12.384 24,148	
0535	ATTENDANT, LIBRARY	2 D	06	A 6.414 12,507	C 6.671 13,008	E 6.938 13,529	G 7.216 14,071	I 7.505 14,634	K 7.805 15,219	M 8.117 15,828	O 8.442 16,461	Q	S	1 8.780 17,121	3 9.131 17,805	5 9.496 18,517
	HALF STEP	2 D	06	B 6.542 12,756	D 6.804 13,267	F 7.077 13,800	H 7.360 14,352	J 7.655 14,927	L 7.961 15,523	N 8.279 16,144	P 8.611 16,791	R	T	2 8.956 17,464	4 9.314 18,162	
0545	ATTENDANT, MAIN DESK	2 D	7A	A 6.973 13,597	C 7.252 14,141	E 7.542 14,706	G 7.844 15,295	I 8.158 15,908	K 8.484 16,543	M 8.823 17,204	O 9.176 17,893	Q	S	1 9.543 18,608	3 9.925 19,353	5 10.322 20,127
	HALF STEP	2 D	7A	B 7.112 13,868	D 7.397 14,424	F 7.693 15,001	H 8.001 15,601	J 8.321 16,225	L 8.654 16,875	N 8.999 17,548	P 9.360 18,252	R	T	2 9.734 18,981	4 10.124 19,741	
0694	CASHIER I	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	

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SALARY RANGES EFFECTIVE AUGUST 30, 1992

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0695	CASHIER II	2 D	10	7.559 14,740	7.861 15,328	8.175 15,941	8.502 16,578	8.842 17,241	9.196 17,932	9.564 18,649	9.947 19,396	10.345 20,172		10.759 20,980	11.189 21,818	11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
0696	CASHIER III	2 D	14	A 8.874 17,304	C 9.229 17,996	E 9.598 18,716	G 9.982 19,464	I 10.381 20,242	K 10.796 21,052	M 11.228 21,894	O 11.677 22,770	Q 12.144 23,680	S	1 12.630 24,628	3 13.135 25,613	5 13.660 26,637
	HALF STEP	2 D	14	B 9.051 17,649	D 9.414 18,357	F 9.790 19,090	H 10.182 19,854	J 10.589 20,648	L 11.012 21,473	N 11.453 22,333	P 11.911 23,226	R 12.387 24,154	T	2 12.883 25,121	4 13.398 26,126	
0697	CASHIER IV	2 D	17	A 10.209 19,907	C 10.617 20,703	E 11.042 21,531	G 11.484 22,393	I 11.943 23,288	K 12.421 24,220	M 12.918 25,190	O 13.435 26,198	Q 13.972 27,245	S	1 15.112 29,468	3 15.716 30,646	5 16.345 31,872
	HALF STEP	2 D	17	B 10.413 20,305	D 10.829 21,116	F 11.263 21,962	H 11.714 22,842	J 12.182 23,754	L 12.669 24,704	N 13.176 25,693	P 13.704 26,722	R 14.251 27,789	T	2 15.414 30,057	4 16.030 31,258	
0737	CLERK I	2 D	05	A 6.159 12,010	C 6.405 12,489	E 6.661 12,988	G 6.927 13,507	I 7.204 14,047	K 7.492 14,609	M 7.792 15,194	O 8.104 15,802	Q	S	1 8.428 16,434	3 8.765 17,091	5 9.116 17,776
	HALF STEP	2 D	05	B 6.282 12,249	D 6.533 12,739	F 6.794 13,248	H 7.066 13,778	J 7.348 14,328	L 7.642 14,901	N 7.948 15,498	P 8.266 16,118	R	T	2 8.597 16,764	4 8.940 17,433	
0738	CLERK II	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	
0739	CLERK III	2 D	09	A 7.244 14,125	C 7.534 14,691	E 7.835 15,278	G 8.148 15,888	I 8.474 16,524	K 8.813 17,185	M 9.166 17,873	O 9.533 18,589	Q	S	1 9.914 19,332	3 10.311 20,106	5 10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	

APPENDIX "B"
TO THE SUPPLEMENTAL WAGE AGREEMENT BETWEEN
LOCAL 73, GENERAL SERVICE EMPLOYEES UNION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
SALARY RANGES EFFECTIVE AUGUST 30, 1992

Class Code	Title	Code	Salary Grade	STEP A	STEP C	STEP E	STEP G	STEP I	STEP K	STEP M	STEP O	STEP Q	STEP S	STEP 1	STEP 3	STEP 5
0741	CLERK, ACCOUNTING	2 D	09	7.244 14,125	7.534 14,691	7.835 15,278	8.148 15,888	8.474 16,524	8.813 17,185	9.166 17,873	9.533 18,589			9.914 19,332	10.311 20,106	10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	
0759	CLERK, CHIEF	2 D	13	A 8.547 16,666	C 8.889 17,333	E 9.245 18,027	G 9.615 18,749	I 10.000 19,500	K 10.400 20,280	M 10.816 21,091	O 11.249 21,935	Q 11.699 22,813	S	1 12.167 23,725	3 12.654 24,675	5 13.160 25,662
	HALF STEP	2 D	13	B 8.718 17,000	D 9.067 17,680	F 9.430 18,388	H 9.807 19,123	J 10.200 19,890	L 10.608 20,685	N 11.032 21,512	P 11.474 22,374	R 11.933 23,269	T	2 12.410 24,199	4 12.907 25,168	
0774	CLERK, CHIEF LIBRARY	2 D	15	A 9.278 18,092	C 9.649 18,815	E 10.035 19,568	G 10.436 20,350	I 10.853 21,163	K 11.287 22,009	M 11.738 22,889	O 12.208 23,805	Q 12.696 24,757	S	1 13.204 25,747	3 13.732 26,777	5 14.281 27,847
	HALF STEP	2 D	15	B 9.464 18,454	D 9.842 19,191	F 10.236 19,960	H 10.645 20,757	J 11.070 21,586	L 11.513 22,450	N 11.973 23,347	P 12.452 24,281	R 12.950 25,252	T	2 13.468 26,262	4 14.007 27,313	
0764	CLERK, DISTRIBUTION	2 D	11	A 7.873 15,352	C 8.188 15,966	E 8.516 16,606	G 8.857 17,271	I 9.211 17,961	K 9.579 18,679	M 9.962 19,425	O 10.360 20,202	Q 10.774 21,009	S	1 11.205 21,849	3 11.653 22,723	5 12.119 23,632
	HALF STEP	2 D	11	B 8.030 15,658	D 8.352 16,286	F 8.686 16,937	H 9.034 17,616	J 9.395 18,320	L 9.771 19,053	N 10.161 19,813	P 10.567 20,605	R 10.989 21,428	T	2 11.429 22,286	4 11.886 23,177	
0771	CLERK I, LIBRARY	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	
0772	CLERK II, LIBRARY	2 D	09	A 7.244 14,125	C 7.534 14,691	E 7.835 15,278	G 8.148 15,888	I 8.474 16,524	K 8.813 17,185	M 9.166 17,873	O 9.533 18,589	Q	S	1 9.914 19,332	3 10.311 20,106	5 10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	

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SALARY RANGES EFFECTIVE AUGUST 30, 1992

Class Code	Title	Code	Salary Grade	STEP A	STEP C	STEP E	STEP G	STEP I	STEP K	STEP M	STEP O	STEP Q	STEP S	STEP 1	STEP 3	STEP 5
0773	CLERK III, LIBRARY	2 D	13	8.547 16,666	8.889 17,333	9.245 18,027	9.615 18,749	10.000 19,500	10.400 20,280	10.816 21,091	11.249 21,935	11.699 22,813		12.167 23,725	12.654 24,675	13.160 25,662
	HALF STEP	2 D	13	B 8.718 17,000	D 9.067 17,680	F 9.430 18,388	H 9.807 19,123	J 10.200 19,890	L 10.608 20,685	N 11.032 21,512	P 11.474 22,374	R 11.933 23,269	T	2 12.410 24,199	4 12.907 25,168	
0784	CLERK, OPERATIONS	2 D	10	A 7.559 14,740	C 7.861 15,328	E 8.175 15,941	G 8.502 16,578	I 8.842 17,241	K 9.196 17,932	M 9.564 18,649	O 9.947 19,396	Q 10.345 20,172	S	1 10.759 20,980	3 11.189 21,818	5 11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
0788	CLERK I, PATIENT UNIT	2 D	08	A 6.956 13,564	C 7.234 14,106	E 7.523 14,669	G 7.824 15,256	I 8.137 15,867	K 8.462 16,500	M 8.800 17,160	O 9.152 17,846	Q	S	1 9.518 18,560	3 9.899 19,303	5 10.295 20,075
	HALF STEP	2 D	08	B 7.095 13,835	D 7.379 14,389	F 7.673 14,962	H 7.980 15,561	J 8.300 16,185	L 8.631 16,830	N 8.976 17,503	P 9.335 18,203	R	T	2 9.708 18,930	4 10.097 19,689	
0789	CLERK II, PATIENT UNIT	2 D	10	A 7.559 14,740	C 7.861 15,328	E 8.175 15,941	G 8.502 16,578	I 8.842 17,241	K 9.196 17,932	M 9.564 18,649	O 9.947 19,396	Q 10.345 20,172	S	1 10.759 20,980	3 11.189 21,818	5 11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
0792	CLERK I, PAYROLL	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	
0793	CLERK II, PAYROLL	2 D	09	A 7.244 14,125	C 7.534 14,691	E 7.835 15,278	G 8.148 15,888	I 8.474 16,524	K 8.813 17,185	M 9.166 17,873	O 9.533 18,589	Q	S	1 9.914 19,332	3 10.311 20,106	5 10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	

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0795	CLERK III, PAYROLL	2 D	12	8.202 15,993	8.530 16,633	8.871 17,298	9.226 17,990	9.595 18,710	9.979 19,459	10.378 20,237	10.793 21,046	11.225 21,888	S	11.674 22,764	12.141 23,674	12.627 24,622
	HALF STEP	2 D	12	B 8.366 16,313	D 8.701 16,966	F 9.048 17,643	H 9.411 18,351	J 9.787 19,084	L 10.179 19,849	N 10.586 20,642	P 11.009 21,467	R 11.450 22,327	T	2 11.907 23,218	4 12.384 24,148	
0811	CLERK, STATISTICAL	2 D	12	A 8.202 15,993	C 8.530 16,633	E 8.871 17,298	G 9.226 17,990	I 9.595 18,710	K 9.979 19,459	M 10.378 20,237	O 10.793 21,046	Q 11.225 21,888	S	1 11.674 22,764	3 12.141 23,674	5 12.627 24,622
	HALF STEP	2 D	12	B 8.366 16,313	D 8.701 16,966	F 9.048 17,643	H 9.411 18,351	J 9.787 19,084	L 10.179 19,849	N 10.586 20,642	P 11.009 21,467	R 11.450 22,327	T	2 11.907 23,218	4 12.384 24,148	
0825	CLERK I, TYPING	2 D	05	A 6.159 12,010	C 6.405 12,489	E 6.661 12,988	G 6.927 13,507	I 7.204 14,047	K 7.492 14,609	M 7.792 15,194	O 8.104 15,802	Q	S	1 8.428 16,434	3 8.765 17,091	5 9.116 17,776
	HALF STEP	2 D	05	B 6.282 12,249	D 6.533 12,739	F 6.794 13,248	H 7.066 13,778	J 7.348 14,328	L 7.642 14,901	N 7.948 15,498	P 8.266 16,118	R	T	2 8.597 16,764	4 8.940 17,433	
0826	CLERK II, TYPING	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	
0827	CLERK III, TYPING	2 D	09	A 7.244 14,125	C 7.534 14,691	E 7.835 15,278	G 8.148 15,888	I 8.474 16,524	K 8.813 17,185	M 9.166 17,873	O 9.533 18,589	Q	S	1 9.914 19,332	3 10.311 20,106	5 10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	
0836	CLERK-STENOGRAPHER I	2 D	07	A 6.680 13,026	C 6.947 13,546	E 7.225 14,088	G 7.514 14,652	I 7.815 15,239	K 8.128 15,849	M 8.453 16,483	O 8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	B 6.814 13,287	D 7.086 13,817	F 7.370 14,371	H 7.664 14,944	J 7.971 15,543	L 8.291 16,167	N 8.622 16,812	P 8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	

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0837	CLERK-STENOGRAPHER II	2 D	09	7.244 14,125	7.534 14,691	7.835 15,278	8.148 15,888	8.474 16,524	8.813 17,185	9.166 17,873	9.533 18,589			9.914 19,332	10.311 20,106	10.723 20,909
	HALF STEP	2 D	09	7.389 14,408	7.685 14,985	7.992 15,584	8.311 16,206	8.643 16,853	8.989 17,528	9.349 18,230	9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	
0838	CLERK-STENOGRAPHER III	2 D	12	8.202 15,993	8.530 16,633	8.871 17,298	9.226 17,990	9.595 18,710	9.979 19,459	10.378 20,237	10.793 21,046	11.225 21,888	S	1 11.674 22,764	3 12.141 23,674	5 12.627 24,622
	HALF STEP	2 D	12	8.366 16,313	8.701 16,966	9.048 17,643	9.411 18,351	9.787 19,084	10.179 19,849	10.586 20,642	11.009 21,467	11.450 22,327	T	2 11.907 23,218	4 12.384 24,148	
0844	CLERK-TYPIST I	2 D	06	6.414 12,507	6.671 13,008	6.938 13,529	7.216 14,071	7.505 14,634	7.805 15,219	8.117 15,828	8.442 16,461	Q	S	1 8.780 17,121	3 9.131 17,805	5 9.496 18,517
	HALF STEP	2 D	06	6.542 12,756	6.804 13,267	7.077 13,800	7.360 14,352	7.655 14,927	7.961 15,523	8.279 16,144	8.611 16,791	R	T	2 8.956 17,464	4 9.314 18,162	
0845	CLERK-TYPIST II	2 D	08	6.956 13,564	7.234 14,106	7.523 14,669	7.824 15,256	8.137 15,867	8.462 16,500	8.800 17,160	9.152 17,846	Q	S	1 9.518 18,560	3 9.899 19,303	5 10.295 20,075
	HALF STEP	2 D	08	7.095 13,835	7.379 14,389	7.673 14,962	7.980 15,561	8.300 16,185	8.631 16,830	8.976 17,503	9.335 18,203	R	T	2 9.708 18,930	4 10.097 19,689	
0846	CLERK-TYPIST III	2 D	11	7.873 15,352	8.188 15,966	8.516 16,606	8.857 17,271	9.211 17,961	9.579 18,679	9.962 19,425	10.360 20,202	10.774 21,009	S	1 11.205 21,849	3 11.653 22,723	5 12.119 23,632
	HALF STEP	2 D	11	8.030 15,658	8.352 16,286	8.686 16,937	9.034 17,616	9.395 18,320	9.771 19,053	10.161 19,813	10.567 20,605	10.989 21,428	T	2 11.429 22,286	4 11.886 23,177	
1167	DISPATCHER I, ROUTING	2 D	07	6.680 13,026	6.947 13,546	7.225 14,088	7.514 14,652	7.815 15,239	8.128 15,849	8.453 16,483	8.791 17,142	Q	S	1 9.143 17,828	3 9.509 18,542	5 9.889 19,283
	HALF STEP	2 D	07	6.814 13,287	7.086 13,817	7.370 14,371	7.664 14,944	7.971 15,543	8.291 16,167	8.622 16,812	8.967 17,485	R	T	2 9.326 18,185	4 9.699 18,913	

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1168	DISPATCHER II, ROUTING	2 D	09	7.244 14,125	7.534 14,691	7.835 15,278	8.148 15,888	8.474 16,524	8.813 17,185	9.166 17,873	9.533 18,589			9.914 19,332	10.311 20,106	10.723 20,909
	HALF STEP	2 D	09	B 7.389 14,408	D 7.685 14,985	F 7.992 15,584	H 8.311 16,206	J 8.643 16,853	L 8.989 17,528	N 9.349 18,230	P 9.724 18,961	R	T	2 10.112 19,718	4 10.517 20,508	
2763	OFFICER I, ADMITTING	2 D	11	A 7.873 15,352	C 8.188 15,966	E 8.516 16,606	G 8.857 17,271	I 9.211 17,961	K 9.579 18,679	M 9.962 19,425	O 10.360 20,202	Q 10.774 21,009	S	1 11.205 21,849	3 11.653 22,723	5 12.119 23,632
	HALF STEP	2 D	11	B 8.030 15,658	D 8.352 16,286	F 8.686 16,937	H 9.034 17,616	J 9.395 18,320	L 9.771 19,053	N 10.161 19,813	P 10.567 20,605	R 10.989 21,428	T	2 11.429 22,286	4 11.886 23,177	
2764	OFFICER II, ADMITTING	2 D	13	A 8.547 16,666	C 8.889 17,333	E 9.245 18,027	G 9.615 18,749	I 10.000 19,500	K 10.400 20,280	M 10.816 21,091	O 11.249 21,935	Q 11.699 22,813	S	1 12.167 23,725	3 12.654 24,675	5 13.160 25,662
	HALF STEP	2 D	13	B 8.718 17,000	D 9.067 17,680	F 9.430 18,388	H 9.807 19,123	J 10.200 19,890	L 10.608 20,685	N 11.032 21,512	P 11.474 22,374	R 11.933 23,269	T	2 12.410 24,199	4 12.907 25,168	
2765	OFFICER III, ADMITTING	2 D	15	A 9.278 18,092	C 9.649 18,815	E 10.035 19,568	G 10.436 20,350	I 10.853 21,163	K 11.287 22,009	M 11.738 22,889	O 12.208 23,805	Q 12.696 24,757	S	1 13.204 25,747	3 13.732 26,777	5 14.281 27,847
	HALF STEP	2 D	15	B 9.464 18,454	D 9.842 19,191	F 10.236 19,960	H 10.645 20,757	J 11.070 21,586	L 11.513 22,450	N 11.973 23,347	P 12.452 24,281	R 12.950 25,252	T	2 13.468 26,262	4 14.007 27,313	
2849	OPERATOR I, DATA ENTRY	2 D	09A	A 7.560 14,742	C 7.862 15,330	E 8.176 15,943	G 8.503 16,580	I 8.843 17,243	K 9.197 17,934	M 9.565 18,651	O 9.948 19,398	Q	S	1 10.346 20,174	3 10.760 20,982	5 11.190 21,820
	HALF STEP	2 D	09A	B 7.711 15,036	D 8.019 15,637	F 8.340 16,263	H 8.673 16,912	J 9.020 17,589	L 9.381 18,292	N 9.756 19,024	P 10.147 19,786	R	T	2 10.553 20,578	4 10.975 21,401	
2850	OPERATOR II, DATA ENTRY	2 D	11A	A 8.217 16,023	C 8.546 16,664	E 8.888 17,331	G 9.244 18,025	I 9.614 18,747	K 9.999 19,498	M 10.399 20,278	O 10.815 21,089	Q 11.248 21,933	S	1 11.698 22,811	3 12.166 23,723	5 12.653 24,673
	HALF STEP	2 D	11A	B 8.381 16,342	D 8.717 16,998	F 9.066 17,678	H 9.429 18,386	J 9.806 19,121	L 10.199 19,888	N 10.607 20,683	P 11.031 21,510	R 11.473 22,372	T	2 11.932 23,267	4 12.409 24,197	

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2851	OPERATOR III, DATA ENTRY	2 D	13A	8.924 17,401	9.281 18,097	9.652 18,821	10.038 19,574	10.440 20,358	10.858 21,173	11.292 22,019	11.744 22,900	12.214 23,817		12.703 24,770	13.211 25,761	13.739 26,791
	HALF STEP	2 D	13A	9.102 17,748	9.467 18,460	9.845 19,197	10.239 19,966	10.649 20,765	11.075 21,596	11.518 22,460	11.979 23,359	12.458 24,293	T	2 12.957 25,266	4 13.475 26,276	
2853	OPERATOR I, DIGITAL COMPUTER	2 D	13	8.547 16,666	8.889 17,333	9.245 18,027	9.615 18,749	10.000 19,500	10.400 20,280	10.816 21,091	11.249 21,935	11.699 22,813	S	1 12.167 23,725	3 12.654 24,675	5 13.160 25,662
	HALF STEP	2 D	13	8.718 17,000	9.067 17,680	9.430 18,388	9.807 19,123	10.200 19,890	10.608 20,685	11.032 21,512	11.474 22,374	11.933 23,269	T	2 12.410 24,199	4 12.907 25,168	
2854	OPERATOR II, DIGITAL COMPUTER	2 D	15	9.278 18,092	9.649 18,815	10.035 19,568	10.436 20,350	10.853 21,163	11.287 22,009	11.738 22,889	12.208 23,805	12.696 24,757	S	1 13.204 25,747	3 13.732 26,777	5 14.281 27,847
	HALF STEP	2 D	15	9.464 18,454	9.842 19,191	10.236 19,960	10.645 20,757	11.070 21,586	11.513 22,450	11.973 23,347	12.452 24,281	12.950 25,252	T	2 13.468 26,262	4 14.007 27,313	
2855	OPERATOR III, DIGITAL COMPUTER	2 D	18	10.719 20,902	11.148 21,738	11.594 22,608	12.058 23,513	12.540 24,453	13.042 25,431	13.564 26,449	14.107 27,508	14.671 28,608	S	1 15.868 30,942	3 16.503 32,180	5 17.163 33,467
	HALF STEP	2 D	18	10.933 21,319	11.371 22,173	11.826 23,060	12.299 23,983	12.791 24,942	13.303 25,940	13.835 26,978	14.389 28,058	14.964 29,179	T	2 16.185 31,560	4 16.833 32,824	
2865	OPERATOR I, DUPLICATING MACHINE	2 D	08	6.956 13,564	7.234 14,106	7.523 14,669	7.824 15,256	8.137 15,867	8.462 16,500	8.800 17,160	9.152 17,846	Q	S	1 9.518 18,560	3 9.899 19,303	5 10.295 20,075
	HALF STEP	2 D	08	7.095 13,835	7.379 14,389	7.673 14,962	7.980 15,561	8.300 16,185	8.631 16,830	8.976 17,503	9.335 18,203	R	T	2 9.708 18,930	4 10.097 19,689	
2866	OPERATOR II, DUPLICATING MACHINE	2 D	11	7.873 15,352	8.188 15,966	8.516 16,606	8.857 17,271	9.211 17,961	9.579 18,679	9.962 19,425	10.360 20,202	10.774 21,009	S	1 11.205 21,849	3 11.653 22,723	5 12.119 23,632
	HALF STEP	2 D	11	8.030 15,658	8.352 16,286	8.686 16,937	9.034 17,616	9.395 18,320	9.771 19,053	10.161 19,813	10.567 20,605	10.989 21,428	T	2 11.429 22,286	4 11.886 23,177	

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2867	OPERATOR III, DUPLICATING MACHINE	2 D	15	9.278 18,092	9.649 18,815	10.035 19,568	10.436 20,350	10.853 21,163	11.287 22,009	11.738 22,889	12.208 23,805	12.696 24,757		13.204 25,747	13.732 26,777	14.281 27,847
	HALF STEP	2 D	15	B 9.464 18,454	D 9.842 19,191	F 10.236 19,960	H 10.645 20,757	J 11.070 21,586	L 11.513 22,450	N 11.973 23,347	P 12.452 24,281	R 12.950 25,252	T	2 13.468 26,262	4 14.007 27,313	
3456	OPERATOR IV, KEY PUNCH	2 D	17	A 10.209 19,907	C 10.617 20,703	E 11.042 21,531	G 11.484 22,393	I 11.943 23,288	K 12.421 24,220	M 12.918 25,190	O 13.435 26,198	Q 13.972 27,245	S 14.531 28,335	1 15.112 29,468	3 15.716 30,646	5 16.345 31,872
	HALF STEP	2 D	17	B 10.413 20,305	D 10.829 21,116	F 11.263 21,962	H 11.714 22,842	J 12.182 23,754	L 12.669 24,704	N 13.176 25,693	P 13.704 26,722	R 14.251 27,789	T 14.822 28,902	2 15.414 30,057	4 16.030 31,258	
3004	OPERATOR I, WORD PROCESSING	2 D	10	A 7.559 14,740	C 7.861 15,328	E 8.175 15,941	G 8.502 16,578	I 8.842 17,241	K 9.196 17,932	M 9.564 18,649	O 9.947 19,396	Q 10.345 20,172	S	1 10.759 20,980	3 11.189 21,818	5 11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
3006	OPERATOR II, WORD PROCESSING	2 D	14	A 8.874 17,304	C 9.229 17,996	E 9.598 18,716	G 9.982 19,464	I 10.381 20,242	K 10.796 21,052	M 11.228 21,894	O 11.677 22,770	Q 12.144 23,680	S	1 12.630 24,628	3 13.135 25,613	5 13.660 26,637
	HALF STEP	2 D	14	B 9.051 17,649	D 9.414 18,357	F 9.790 19,090	H 10.182 19,854	J 10.589 20,648	L 11.012 21,473	N 11.453 22,333	P 11.911 23,226	R 12.387 24,154	T	2 12.883 25,121	4 13.398 26,126	
3007	OPERATOR III, WORD PROCESSING	2 D	16	A 9.723 18,959	C 10.112 19,718	E 10.516 20,506	G 10.937 21,327	I 11.374 22,179	K 11.829 23,066	M 12.302 23,988	O 12.794 24,948	Q 13.306 25,946	S 13.838 26,984	1 14.392 28,064	3 14.968 29,187	5 15.567 30,355
	HALF STEP	2 D	16	B 9.917 19,338	D 10.314 20,112	F 10.726 20,915	H 11.156 21,754	J 11.601 22,621	L 12.066 23,528	N 12.548 24,468	P 13.050 25,447	R 13.572 26,465	T 14.115 27,524	2 14.680 28,626	4 15.267 29,770	
3238	SECRETARY, STENOGRAPHIC	2 D	15	A 9.278 18,092	C 9.649 18,815	E 10.035 19,568	G 10.436 20,350	I 10.853 21,163	K 11.287 22,009	M 11.738 22,889	O 12.208 23,805	Q 12.696 24,757	S	1 13.204 25,747	3 13.732 26,777	5 14.281 27,847
	HALF STEP	2 D	15	B 9.464 18,454	D 9.842 19,191	F 10.236 19,960	H 10.645 20,757	J 11.070 21,586	L 11.513 22,450	N 11.973 23,347	P 12.452 24,281	R 12.950 25,252	T	2 13.468 26,262	4 14.007 27,313	

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3243	SECRETARY, TRANSCRIBING	2 D	15	9,278 18,092	9,649 18,815	10,035 19,568	10,436 20,350	10,853 21,163	11,287 22,009	11,738 22,889	12,208 23,805	12,696 24,757		13,204 25,747	13,732 26,777	14,281 27,847
	HALF STEP	2 D	15	B 9,464 18,454	D 9,842 19,191	F 10,236 19,960	H 10,645 20,757	J 11,070 21,586	L 11,513 22,450	N 11,973 23,347	P 12,452 24,281	R 12,950 25,252	T	2 13,468 26,262	4 14,007 27,313	
3293	SPECIALIST, PATIENT SERVICES	2 D	17	A 10,209 19,907	C 10,617 20,703	E 11,042 21,531	G 11,484 22,393	I 11,943 23,288	K 12,421 24,220	M 12,918 25,190	O 13,435 26,198	Q 13,972 27,245	S 14,531 28,335	1 15,112 29,468	3 15,716 30,646	5 16,345 31,872
	HALF STEP	2 D	17	B 10,413 20,305	D 10,829 21,116	F 11,263 21,962	H 11,714 22,842	J 12,182 23,754	L 12,669 24,704	N 13,176 25,693	P 13,704 26,722	R 14,251 27,789	T 14,822 28,902	2 15,414 30,057	4 16,030 31,258	
3851	TECHNICIAN I, ACCOUNT	2 D	11	A 7,873 15,352	C 8,188 15,966	E 8,516 16,606	G 8,857 17,271	I 9,211 17,961	K 9,579 18,679	M 9,962 19,425	O 10,360 20,202	Q 10,774 21,009	S	1 11,205 21,849	3 11,653 22,723	5 12,119 23,632
	HALF STEP	2 D	11	B 8,030 15,658	D 8,352 16,286	F 8,686 16,937	H 9,034 17,616	J 9,395 18,320	L 9,771 19,053	N 10,161 19,813	P 10,567 20,605	R 10,989 21,428	T	2 11,429 22,286	4 11,886 23,177	
3852	TECHNICIAN II, ACCOUNT	2 D	14	A 8,874 17,304	C 9,229 17,996	E 9,598 18,716	G 9,982 19,464	I 10,381 20,242	K 10,796 21,052	M 11,228 21,894	O 11,677 22,770	Q 12,144 23,680	S	1 12,630 24,628	3 13,135 25,613	5 13,660 26,637
	HALF STEP	2 D	14	B 9,051 17,649	D 9,414 18,357	F 9,790 19,090	H 10,182 19,854	J 10,589 20,648	L 11,012 21,473	N 11,453 22,333	P 11,911 23,226	R 12,387 24,154	T	2 12,883 25,121	4 13,398 26,126	
3856	TECHNICIAN, MEDICAL RECORDS	2 D	13A	A 8,924 17,401	C 9,281 18,097	E 9,652 18,821	G 10,038 19,574	I 10,440 20,358	K 10,858 21,173	M 11,292 22,019	O 11,744 22,900	Q 12,214 23,817	S	1 12,703 24,770	3 13,211 25,761	5 13,739 26,791
	HALF STEP	2 D	13A	B 9,102 17,748	D 9,467 18,460	F 9,845 19,197	H 10,239 19,966	J 10,649 20,765	L 11,075 21,596	N 11,518 22,460	P 11,979 23,359	R 12,458 24,293	T	2 12,957 25,266	4 13,475 26,276	
1164	TELECOMMUNICATOR, POLICE	1 D	13A	A 8,924 18,561	C 9,281 19,304	E 9,652 20,076	G 10,038 20,879	I 10,440 21,715	K 10,858 22,584	M 11,292 23,487	O 11,744 24,427	Q 12,214 25,405	S	1 12,703 26,422	3 13,211 27,478	5 13,739 28,577
	HALF STEP	1 D	13A	B 9,102 18,932	D 9,467 19,691	F 9,845 20,477	H 10,239 21,297	J 10,649 22,149	L 11,075 23,036	N 11,518 23,957	P 11,979 24,916	R 12,458 25,912	T	2 12,957 26,950	4 13,475 28,028	

APPENDIX "B"
TO THE SUPPLEMENTAL WAGE AGREEMENT BETWEEN
LOCAL 73, GENERAL SERVICE EMPLOYEES UNION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
SALARY RANGES EFFECTIVE AUGUST 30, 1992

Class Code	Title	Code	Salary Grade	STEP A	STEP C	STEP E	STEP G	STEP I	STEP K	STEP M	STEP O	STEP Q	STEP S	STEP 1	STEP 3	STEP 5
4715	TRANSCRIPTIONIST I, MEDICAL	2 D	13	8.547 16,666	8.889 17,333	9.245 [~] 18,027	9.615 18,749	10.000 19,500	10.400 20,280	10.816 21,091	11.249 21,935	11.699 22,813		12.167 23,725	12.654 24,675	13.160 25,662
	HALF STEP	2 D	13	B 8.718 17,000	D 9.067 17,680	F 9.430 18,388	H 9.807 19,123	J 10.200 19,890	L 10.608 20,685	N 11.032 21,512	P 11.474 22,374	R 11.933 23,269	T	2 12.410 24,199	4 12.907 25,168	
2832	TYPESETTER I	2 D	10	A 7.559 14,740	C 7.861 15,328	E 8.175 15,941	G 8.502 16,578	I 8.842 17,241	K 9.196 17,932	M 9.564 18,649	O 9.947 19,396	Q 10.345 20,172	S	1 10.759 20,980	3 11.189 21,818	5 11.637 22,692
	HALF STEP	2 D	10	B 7.710 15,034	D 8.018 15,635	F 8.339 16,261	H 8.672 16,910	J 9.019 17,587	L 9.380 18,291	N 9.755 19,022	P 10.146 19,784	R 10.552 20,576	T	2 10.974 21,399	4 11.413 22,255	
2833	TYPESETTER II	2 D	12	A 8.202 15,993	C 8.530 16,633	E 8.871 17,298	G 9.226 17,990	I 9.595 18,710	K 9.979 19,459	M 10.378 20,237	O 10.793 21,046	Q 11.225 21,888	S	1 11.674 22,764	3 12.141 23,674	5 12.627 24,622
	HALF STEP	2 D	12	B 8.366 16,313	D 8.701 16,966	F 9.048 17,643	H 9.411 18,351	J 9.787 19,084	L 10.179 19,849	N 10.586 20,642	P 11.009 21,467	R 11.450 22,327	T	2 11.907 23,218	4 12.384 24,148	
2834	TYPESETTER III	2 D	14	A 8.874 17,304	C 9.229 17,996	E 9.598 18,716	G 9.982 19,464	I 10.381 20,242	K 10.796 21,052	M 11.228 21,894	O 11.677 22,770	Q 12.144 23,680	S	1 12.630 24,628	3 13.135 25,613	5 13.660 26,637
	HALF STEP	2 D	14	B 9.051 17,649	D 9.414 18,357	F 9.790 19,090	H 10.182 19,854	J 10.589 20,648	L 11.012 21,473	N 11.453 22,333	P 11.911 23,226	R 12.387 24,154	T	2 12.883 25,121	4 13.398 26,126	